




Iowa Department of Human Services

Consumer Choices Option

HCBS Quality Oversight Unit
December 22, 2015

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Objectives

- Discuss year-end budget information
- Communicate information regarding federal labor laws
- Provide updates and information


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2016 Budgets

- 2016 budget templates were recently sent by Veridian
- New January budgets are not required for all members. This is different than past years.
- 2016 budgets are only required if changes in tax rate or changes to budgeted items.


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Respite Savings

- All unused savings reverts back to Iowa Medicaid as of December 31st, 2015.
- If a member has unused Respite savings from 2015, the amount of unused savings can be re-authorized in ISIS effective January 1 for the member to use through the end of the waiver year.
 - Applies to ID waiver members with annual Respite cap.

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Budgets

- **78.41(15) *Consumer choices option.*** The consumer choices option provides a member with a flexible monthly individual budget that is based on the member's service needs. With the individual budget, the member shall have the authority to purchase goods and services to meet the member's assessed needs and may choose to employ providers of services and supports. The services, supports, and items that are purchased with an individual budget must be directly related to a member's assessed need or goal established in the member's service plan.

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Self-Directed Personal Care Services

- Provide a range of assistance in activities of daily living and incidental activities of daily living
- Help the member remain in the home and community.
- These services must be identified in the member's service plan developed by the member's case manager or service worker.

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Self-Directed Community Supports and Employment

- Services that support the member in developing and maintaining independence community integration.
- These services must be identified in the member's service plan developed by the member's case manager or service worker.

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Individual-Directed Goods and Services

- Services, equipment, or supplies not otherwise provided through the Medicaid program that address an assessed need or goal identified in the member's service plan.
- The item or service shall meet the following requirements:
 1. Promote opportunities for community living and inclusion.
 2. Increase independence or substitute for human assistance, to the extent the expenditures would otherwise be made for that human assistance.

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Individual-Directed Goods and Services (cont.)

3. Be accommodated within the member's budget without compromising the member's health and safety.
4. Be provided to the member or directed exclusively toward the benefit of the member.
5. Be the least costly to meet the member's needs.
6. Not be available through another source.

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Budgets (cont.)

- Self-directed personal cares or community supports and employment are often budgeted on a cost-per-hour basis
- More expensive services, savings plans, and individual directed goods and services typically require approval
- Provide detail on items requested
 - Cost per unit
 - Length of time
 - Documentation to support medical necessity

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Savings Plans

- The savings plan is developed from efficiencies in meeting identified needs of the member.
- The savings plan shall identify:
 - The specific goods, services, supports or supplies to be purchased through the savings plan.
 - The amount allocated each month
 - How the member's assessed needs will continue to be met through the budget when funds are placed in savings.

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Block Payments and Daily Rates

- Members may budget to pay self-directed employees in various ways (per hour, per day, a flat rate for a block of time such as a weekend respite)
- Regardless how the employee is paid, the budget should specify how many hours of service will be included in the rate of pay (e.g., 1 weekend respite equals 16 hours of service between Friday 5pm and Sunday 9am)

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Department of Labor Laws

- As of January 1, 2016 Department of Labor Laws for direct care workers who provide certain home care services are changing. Minimum wage and overtime protections now apply to most home care workers. This may affect CCO employees.
- <http://www.dol.gov/whd/homecare/>

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Department of Labor Laws (cont.)

- As the employer, the CCO member needs to be aware of the Department of Labor Laws for minimum wage and overtime.
- Veridian must be able to determine hours worked and the rate of pay per hour in order to determine whether the employee is receiving at least minimum wage or eligible for overtime.

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Department of Labor Laws (cont.)

What the overtime means for CCO:

- Members must communicate expected work schedule with employees
- Members should budget for unexpected overtime, may use back-up plan on budget
- Members will be liable for overtime costs if money is not available in the budget
- Actual hours worked must be specified on timecards and budgets to determine if employees are eligible for overtime

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Department of Labor Laws (cont.)

Overtime does NOT mean for CCO:

- Employees are not entitled to work as long as they choose in order to obtain overtime payment
- Members should not sacrifice services in order to pay overtime to employees
- Veridian or IME will not pay overtime if the member doesn't have enough in their budget


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Transition to Managed Care

- The IA Health Link Managed Care program will begin March 1, 2016 instead of January 1, 2016 pending final approval.

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Transition to Managed Care

- Medicaid members can continue to see their current providers, and providers will continue to be reimbursed current rates during the interim period. Letters will be sent to members and providers to update them on this extension. And, updates will be posted at the Department of Human Services website:
<http://dhs.iowa.gov/ime/about/initiatives/MedicaidModernization>

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Transition to Managed Care

- CCO employees and independent support brokers are not required to contract with managed care organizations.
- Veridian, as the Financial Management Service, is the entity that is contracted with MCOs

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Questions

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IME Provider Services:
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Archived CCO Trainings:
<http://dhs.iowa.gov/ime/Providers/tools-trainings-and-services/ATRegistration>

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